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ABSTRACT

The report identifies structural changes and trends in the composition of the nonmetro labor force between 1973 and 1979; evaluates the labor force performance by race, sex, and age; and suggests underlying causes of the major changes and the likelihood of particular trends continuing into the eighties. Tabular data indicate that: (1) metro and nonmetro areas experienced similar employment growth rates between 1973 and 1979, but nonmetro residents continued to have lower labor force participation rates; (2) nonmetro employment growth was concentrated in nonteaching, white-collar professional and technical occupations, white-collar clerical jobs, blue-collar craft jobs, and service occupations; (3) the proportion of women who worked increased dramatically, raising their share of total employment to almost 42%, but nonmetro women did not share equally in this change; (4) in both metro and nonmetro areas, black and other minority populations showed little improvement in their labor force status, with their unemployment rate remaining about double that for whites; (5) nonmetro teens increased their labor force participation rate, with white women accounting for four-fifths of nonmetro teen employment growth; and (6) older nonmetro residents had low unemployment rates and maintained a higher labor force participation rate than their metro counterparts. (NEC)

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The Nonmetro Labor Force in the Seventies

James D. Schaub



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Abstract

Metro and nonmetro areas experienced similar employment growth rates between 1973 and 1979. However, nonmetro residents continued to have lower labor force participation rates. American women increased their labor force participation and employment, with nonmetro women gaining less in percentage terms than metro women. In both metro and nonmetro areas, Black and other minority populations showed little improvement in their labor force status between 1973 and 1979. Nonmetro teens increased their labor force participation rate, with White women accounting for four-fifths of nonmetro teen employment growth. Older residents in nonmetro areas had low unemployment rates and maintained a higher labor force participation rate than their metro counterparts.

Keywords: Employment, Labor force, Minorities, Nonmetropolitan areas, Older workers, Teenagers, Working women

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Highlights

Americans living in nonmetropolitan (nonmetro) places experienced similar labor force changes to the population living in metropolitan (metro) areas between 1973 and 1979, but some important differences remained. Compared with metro areas, the population in nonmetro places grew faster between 1973 and 1979. The percentage of adults in the labor force; whether or not employed (the labor force participation rate), and the number of people employed increased significantly for both groups.

The unemployment rate, higher in metro areas early in the decade, was nearly the same in both metro and nonmetro places in 1978 and 1979.

During the seventies, the proportion of women who worked increased dramatically, raising their share of total employment to almost 42 percent, but nonmetro women did not share equally in this change.

The labor force status of the Black and other minority population improved little in either nonmetro or metro areas. The unemployment rate remained about double that for Whites. More than half the increase in nonmetro minority employment was in government jobs.

Nonmetro teens significantly increased their labor force participation, with White women accounting for most of the teen employment growth. Minority teens continued to have much lower labor force participation rates and much higher unemployment rates than White teens in both metro and nonmetro areas.

Even though labor force participation by older persons (65 years and over) in nonmetro areas declined, it remained higher than for metro older persons. Older nonmetro men were twice as likely to be in the labor force as women.

Glossary

Civilian Noninstitutional Population: All persons 16 years old or older excluding inmates of institutions and members of the Armed Forces.

Civilian Labor Force: All persons classified as employed or unemployed according to the definitions below.

Employed: Employed persons are all those who, during the survey week: (a) did any work at all as paid employees, or in their own business or profession, or on their own farm, or worked 15 hours or more as unpaid workers in an enterprise operated by a member of the family; or (b) did not work but had jobs or businesses from which they were temporarily absent because of illness, bad weather, vacation, labor-management dispute, or personal reasons, whether or not they were paid by their employers for the time off, or were seeking other jobs.

Unemployed: Unemployed persons are all those who did not work during the survey week, made specific efforts to find a job within the preceding 4 weeks, and were available for work during the survey week or would have been available except for temporary illness. Also included as unemployed are those who did not work at all, were available for work, and (a) were waiting to be called back to a job from which they had been laid off, or (b) were waiting to report to a new wage or salary job within 30 days.

Labor Force Participation Rate: The proportion of the civilian noninstitutional population that is in the labor force.

Metropolitan Areas: All U.S. counties in Standard Metropolitan Statistical Areas (SMSA's). The report uses the 243 SMSA's delineated by the 1970 Census.

Nonmetropolitan Areas: All counties outside metropolitan areas.

Unemployment Rate: The number of unemployed as a percentage of the civilian labor force.

The Nonmetro Labor Force in the Seventies

James D. Schaub*

Introduction

The nonmetropolitan (nonmetro) labor force changed significantly between 1973 and 1979. A much larger percentage of women took part in the labor force. At the same time, there was little change in the labor force status of Blacks and other minorities.¹ Persons over 65 years, the fastest growing age group, decreased their labor force participation rate, but participation by teenagers increased.

The labor force and employment experiences of the third of the Nation's population living in nonmetro areas are different from those of citizens in metropolitan (metro) areas. Thus, labor force statistics reported at the national level cannot be used to assess the employment condition of nonmetro residents.²

This report identifies structural changes and trends in the composition of the nonmetro labor force between 1973 and 1979, and evaluates the labor force performance of different population subgroups in the seventies. These subgroups are race, sex, and age. The report also suggests underlying causes of the major changes and the likelihood of particular trends continuing into the eighties.

The Changing National Labor Force

Between 1973 and 1979, over 14 million people joined the civilian labor force, and the labor force participation rate reached 64 percent. The final year of the seventies saw 97 million Americans employed—more than ever before.

Table 1 shows the annual average's of basic labor force and employment measures for 1973 and 1979. The U.S. civilian noninstitutional population 16

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¹ In 1970, Blacks made up about 89 percent of the total minority population.

² The data used in this report are based on annual estimates from the Current Population Survey, Bureau of the Census, U.S. Department of Commerce.

years and older grew nearly 11 percent, but the labor force grew nearly 16 percent as the participation rate increased.

A major economic event in the decade, the recession of 1975, had a severe impact on the labor force from the first quarter of 1975 through 1976. All segments of the labor force were adversely affected and unemployment increased acutely for some demographic groups. As this report's figures show, the unemployment rate jumped in 1975 and the recession either reduced annual average labor force participation rates or inhibited their growth.

Total employment increased by nearly 15 percent from 1973 to 1979. The greatest expansion in employment among occupation groups occurred in white-collar occupations. Clerical jobs accounted for nearly a fourth of the increase, while blue-collar and service occupations together provided about a third of the employment expansion. Employment decreased in only two major occupation groups, private household workers and farmworkers.

Employment growth was not uniform across all industry groups. The greatest employment gains were in services, wholesale and retail trade, and finance, insurance, and real estate. These three industry groups accounted for over a third of total employment in 1973, but provided about 60 percent of employment growth during the period, yielding nearly 7.5 million new jobs. Construction and manufacturing, which together provided about 30 percent of total employment in 1973, showed relatively little employment growth. Construction employment was adversely affected by the 1975 recession and did not return to prerecession levels until 1978. Manufacturing employment increased 6 percent overall and only 2 percent for the nondurable goods sector.

Both the number of persons unemployed and the unemployment rate were larger in 1979 than in 1973. Underlying conditions differed in the two years, however. The unemployment rate was relatively low and the economic cycle was in a

different phase in 1973 than in 1979. Even though the unemployment rate was higher at the end of the decade, the percentage of the adult civilian noninstitutional population employed was larger (table 1). Finally, the number of persons not in the labor force increased by less than 3 percent over 7 years, indicating that nearly all of those added to the adult noninstitutional population participated in the labor force.

Labor Force and Employment in Metro and Nonmetro Areas Compared

To more easily identify and better understand labor force changes and trends from 1973 to 1979, this section examines the national labor force first according to residence, and then by sex, race, and age.

The metro and nonmetro populations experienced similar growth rates in the civilian labor force and employment (table 1). However, nonmetro areas had

a slightly faster percentage growth in adult noninstitutional population. In both metro and nonmetro areas, the labor force grew faster than the population. This resulted from increasing rates of labor force participation, which reached their highest levels in 1979 (fig. 1). Even though the nonmetro participation rate increased, it remained significantly lower than the metro rate in 1979.

Employment growth rates were nearly equal in metro and nonmetro areas between 1973 and 1979. Nonmetro employment growth was concentrated in 1) the nonteaching, white-collar professional and technical occupations, 2) white-collar clerical jobs, 3) blue-collar craft jobs, and 4) service occupations (table 2). These four groups, which together accounted for only 45 percent of total nonmetro employment in 1973, provided 82 percent of new nonmetro jobs. With the exception of blue-collar craft jobs, metro employment growth was concentrated in these same occupation groups. Metro employment in blue-collar occupations increased only 6 percent. Both metro and nonmetro areas

Table 1—Basic labor force measures by residence, annual averages, 1973 and 1979

Labor force measure	U.S.			Nonmetro			Metro		
	1973	1979	Change, 1973-79	1973	1979	Change, 1973-79	1973	1979	Change, 1973-79
	—Thousands—		Percent	—Thousands—		Percent	—Thousands—		Percent
Civilian noninstitutional population	145,936	161,532	10.7	45,773	51,563	12.6	100,163	109,969	9.8
Civilian labor force	88,830	102,908	15.8	27,301	31,716	16.2	61,530	71,192	15.7
Employment	84,459	96,945	14.8	26,091	29,916	14.7	58,369	67,029	14.8
Unemployment	4,371	5,964	36.4	1,210	1,800	48.8	3,161	4,163	31.7
Not in labor force	57,106	58,624	2.7	18,472	19,847	7.4	38,633	38,777	0.4
						Percent			
Labor force participation rate	60.9	'63.7	—	'59.6	'61.5	—	61.4	'64.7	—
Unemployment rate	4.9	' 5.8	—	' 4.4	' 5.7	—	5.1	' 5.8	—

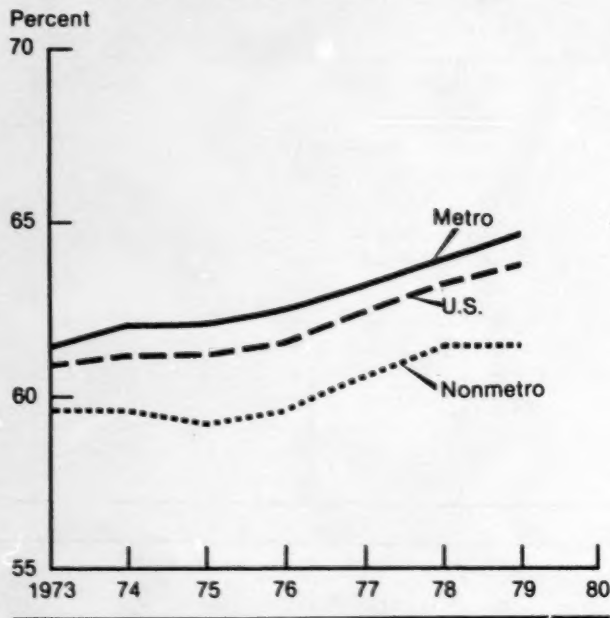
— = Not applicable.

¹ Significantly different from the 1973 rate for this residence group at the 95-percent confidence level.

² Significantly different from the metro rate for this year at the 95-percent confidence level.

Source: Current Population Survey, Bureau of the Census.

Figure 1

Labor Force Participation Rate

experienced decreases in private household workers and farmworkers.¹

Two-thirds of all new teaching jobs were taken by nonmetro residents. Nonmetro residents also took a relatively larger share of the employment growth in blue-collar occupations. That is to say, even though nonmetro areas employed only 35 percent of the Nation's blue-collar workers in 1973, these areas accounted for 45 percent of the national growth in blue-collar employment.

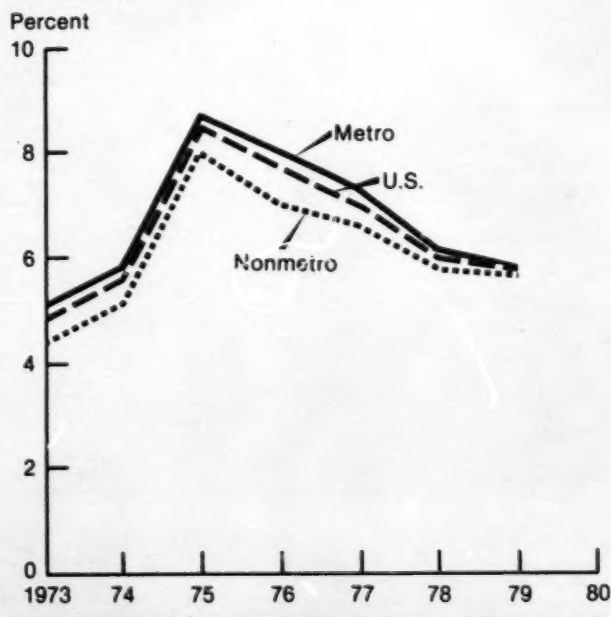
¹ Farmworker data published by the U.S. Department of Agriculture (see periodic issues of *The Hired Farm Working Force*, Economic Research Service) show that the number of hired farmworkers stabilized in the seventies. However, the data from that series are based on a different definition than the data in this report. *The Hired Farm Working Force* defines a hired farmworker as a person 14 years old or older who did any farmwork for cash wages or salary any time during the calendar year. In this report, an employed person is assigned to the occupation group which was the person's principle job at the time of the interview. The occupation group "farmworkers" includes self-employed farm operators, unpaid family members working on farms, and hired farmworkers.

In nonmetro places, employment in government and service industries grew faster than the 15-percent average for all industries and provided the largest increases in employment (table 3). Employment in mining increased by over a third, but this was on a small base. Construction and manufacturing industries had below-average growth.

The biggest metro employment gains were in service industries (health care, business services, and repair services) which added 2.7 million jobs, and in wholesale and retail trade, which added 2 million jobs. The number of jobs in finance, insurance, and real estate grew by more than one-fourth. Unlike nonmetro areas, metro employment in government grew more slowly than average, only 9 percent. Manufacturing also had below-average growth, particularly the nondurable goods sector.

Nonmetro areas did have a larger percentage increase than metro areas in the number of unemployed persons and the unemployment rate. Historically, nonmetro unemployment rates have tended to be lower than metro rates, but since 1978 the unemployment rates have been very close (fig. 2).

Figure 2

Unemployment Rate

The Nonmetro Labor Force in the Seventies

The narrowing of the gap may be evidence that the two segments are becoming less distinct and more fully integrated economically, even though significant differences continue to exist in the occupational and industrial mix of metro and nonmetro areas.

Metro and nonmetro areas also experienced significantly different rates of change in the "not in the labor force" category. Between 1973 and 1979, the number of people in metro areas "not in labor force" remained virtually unchanged, while nonmetro areas had a 7-percent increase. One explanation of this difference is that nonmetro areas have attracted relatively more retired persons. Beale (1, 2)* has identified migration of retired persons to nonmetro

* Italicized numbers in parentheses indicate items in the References section at the end of the report.

counties as an important factor affecting nonmetro population growth in the seventies.

This conclusion is supported by the analysis of the major activity of nonparticipants in the labor force by residence (table 4). The category "other reasons" consists primarily of persons who report themselves retired. It can be seen that the percentage increase in this category was slightly larger for nonmetro areas. Increases in this category account for 96 percent of the new nonparticipants in nonmetro areas, with the remainder of the growth occurring in the group "going to school."

The primary reason for the small increase in metro nonparticipants is revealed when the "not in labor force" categories are examined by sex (table 4). Nonparticipating metro males increased 1.43 mil-

Table 2—Employment by occupation group and residence, annual averages, 1973 and 1979

Occupation group	Nonmetro employment				Metro employment		
	1973	1979	Change, 1973-79	Share of U.S. Change, 1973-79	1973	1979	Change, 1973-79
	—Thousands—		—Percent—		—Thousands—	Percent	
Total	26,091	29,916	14.7	30.6	58,369	67,029	14.8
White-collar	9,882	12,393	25.4	27.9	30,469	36,949	21.3
Professional and technical							
Teachers	909	1,039	14.3	66.7	2,014	2,078	3.2
Nonteaching	1,850	2,655	43.5	26.2	7,005	9,276	32.4
Managers and administrators	2,399	2,870	19.6	25.5	6,269	7,646	22.0
Sales clerks	1,407	1,577	12.1	22.3	3,991	4,586	14.9
Clerical workers	3,317	4,251	28.2	30.1	11,189	13,362	19.4
Blue-collar	10,348	11,318	9.4	44.9	19,558	20,748	6.1
Craft workers	3,695	4,351	17.8	42.6	7,645	8,529	11.6
Operatives	5,168	5,289	2.3	48.6	9,105	9,231	1.4
Nonfarm laborers	1,485	1,677	12.9	51.6	2,808	2,988	6.4
Service workers	2,906	3,661	26.0	38.9	6,898	8,084	17.2
Private household workers	512	422	-17.6	33.0	849	666	-21.6
Farmworkers	2,442	2,122	-13.1	95.8	595	582	-2.2

Note: Numbers may not sum to totals because of rounding.

Source: Current Population Survey, Bureau of the Census.

lion, but metro females decreased by 1.29 million, resulting in a net increase of only 143,000. Most of the female decrease in nonparticipation was among women whose major activity was keeping house. Meanwhile, while the female U.S. population increased by nearly 5 million, the number of metro women not in the labor force and keeping house dropped by almost 3 million. This 14-percent decrease, compared with a 2-percent decline in nonmetro females not in the labor force and keeping house, was probably explained by the fact that metro areas provide more alternative child care services, relatively higher wage rates, and greater access to employment opportunities.

Compared to metro areas, nonmetro areas had a faster population growth rate. The nonmetro labor

force participation rate increased significantly but remains below the metro rate. Nonmetro employment grew at the same rate as metro employment and was concentrated in service occupations, clerical jobs, and nonteaching professional and technical work. Government and service industries provided more than three-fourths of new nonmetro jobs during 1973-79. The pattern of lower unemployment rates in nonmetro areas has disappeared; metro and nonmetro unemployment rates are now about equal. Metro areas showed no increase in persons outside the labor force, but in nonmetro areas the number of nonparticipants grew during the seventies.

Men and Women Compared

The most significant change in the labor force during the seventies was the increase in the number

Table 3—Employment by industry group and residence, annual averages, 1973 and 1979

Industry group	Nonmetro employment				Metro employment		
	1973	1979	Change, 1973-79	Share of U.S. Change, 1973-79	1973	1979	Change, 1973-79
	—Thousands—		—Percent—		—Thousands—	Percent	
Total	26,091	29,916	14.7	30.6	58,369	67,029	14.8
Wage and salary workers	22,038	25,697	16.6	31.4	54,242	62,256	14.8
Agriculture, forestry, and fisheries	856	886	3.5	18.4	433	565	30.5
Mining	370	502	35.7	60.3	252	340	34.9
Construction	1,384	1,505	8.7	27.3	2,783	3,107	11.6
Durable manufacturing	3,396	3,688	8.6	30.1	8,766	9,443	7.7
Nondurable manufacturing	2,984	3,089	3.5	63.3	5,359	5,421	1.2
Transportation, communication, and public utilities	1,147	1,405	22.5	35.3	3,411	3,884	13.9
Wholesale and retail trade	4,035	4,778	18.4	27.1	10,766	12,770	18.6
Finance, insurance, and real estate	790	988	25.1	18.3	3,317	4,201	26.6
Private household workers	578	476	-17.6	32.8	973	764	-21.5
Services	2,339	3,346	39.5	26.0	8,729	11,425	30.9
Government workers	4,098	5,033	22.8	51.4	9,453	10,336	9.3
Self-employed	3,463	3,762	8.6	29.8	3,766	4,471	18.7
Agriculture	1,426	1,235	-13.4	92.7	360	346	-3.9
Nonagriculture	2,036	2,527	24.1	40.6	3,406	4,126	21.1
Unpaid family workers	590	457	-22.5	69.6	360	301	-16.4
Agriculture	356	251	-29.5	92.1	62	53	-14.5
Nonagriculture	234	206	-12.0	35.9	299	249	-16.7

Note: Numbers may not sum to totals because of rounding.

Source: Current Population Survey, Bureau of the Census.

of women in the labor force. The female participation rate, while substantially below the male rate, increased from 45 percent in 1973 to 51 percent in 1979 (fig. 3 and table 5), introducing an additional 9 million women into the labor force. Although the male participation rate declined slightly, the number of males in the labor force increased; however, only 60 percent as many men as women entered the labor force.

The female labor force increased in both metro and nonmetro areas. Metro women began this period with a higher participation rate and increased their labor force participation more than nonmetro women. Nonmetro women continue to have a significantly lower labor force participation rate than metro women.

At the national level, the number of women not participating in the labor force decreased between 1973 and 1979, while the number of men outside the labor force increased 17 percent. In both metro and nonmetro areas, young women who reached working age after 1973 had a higher participation rate, and women who were already of working age in 1973 increased their participation rate. One explanation for this is that attitudes towards working women have changed (3, 6). It has become more socially acceptable for women to work outside the home and discrimination against women in hiring and promotion may have decreased.

Inflation has been suggested as another factor leading to greater female labor force participation (6, 12). With inflation, many households require a

Table 4—Major activity of nonparticipants in the labor force by residence and sex, annual averages, 1973 and 1979

Major activity	Nonmetro			Metro		
	1973	1979	Change, 1973-79	1973	1979	Change 1973-79
	—Thousands—		Percent	—Thousands—		Percent
Not in labor force:						
Total	18,472	¹ 19,847	7.4	38,634	¹ 38,777	0.4
Male	4,918	¹ 5,909	20.2	9,588	¹ 11,022	15.0
Female	13,555	13,938	2.8	29,046	¹ 27,755	-4.4
Keeping house:						
Total	11,360	11,209	-1.3	24,012	¹ 21,211	-11.7
Male	90	¹ 137	52.2	144	226	56.9
Female	11,270	11,072	-1.8	23,869	¹ 20,985	-12.1
Going to school:						
Total	2,096	2,149	2.5	5,043	5,029	-.3
Male	1,042	1,057	1.4	2,594	2,556	-1.5
Female	1,054	1,092	3.6	2,448	2,473	1.0
Unable to work:						
Total	1,077	995	-7.6	1,722	² 1,873	8.8
Male	708	679	-4.1	1,032	1,064	3.1
Female	369	² 317	-14.1	689	¹ 809	17.4
Other reasons:						
Total	3,938	¹ 5,493	39.5	7,857	¹ 10,664	35.7
Male	3,077	¹ 4,036	31.2	5,818	¹ 7,177	23.4
Female	862	¹ 1,457	69.0	2,039	¹ 3,487	71.0

¹ Significantly different from the corresponding 1973 value at the 95-percent confidence level.

² Significantly different from the corresponding 1973 value at the 90-percent confidence level.

Note: Numbers may not sum to totals because of rounding.

Source: Current Population Survey, Bureau of the Census.

second income to maintain or improve their standard of living. Changes in the technology of house-keeping, such as prepared foods and dishwashers, have reduced the demand for women's time in the home.

The expansion of service-producing industries may have facilitated greater female participation in the work force. King (12) argues that manufacturing, construction, and other capital-intensive industries offer less variability in work hours because of technological constraints than do service industries which tend to be less capital-intensive. Assuming that flexible work hours are a desirable job attribute and an important factor in female labor force participation decisions, a change in the industrial mix toward a service-producing economy will encourage female labor force participation.

A final hypothesis is that decisions to postpone children and limit family size have enabled more women to work (3, 6, 9, 12). Alternatively, it could be reasoned that having first made the decision to

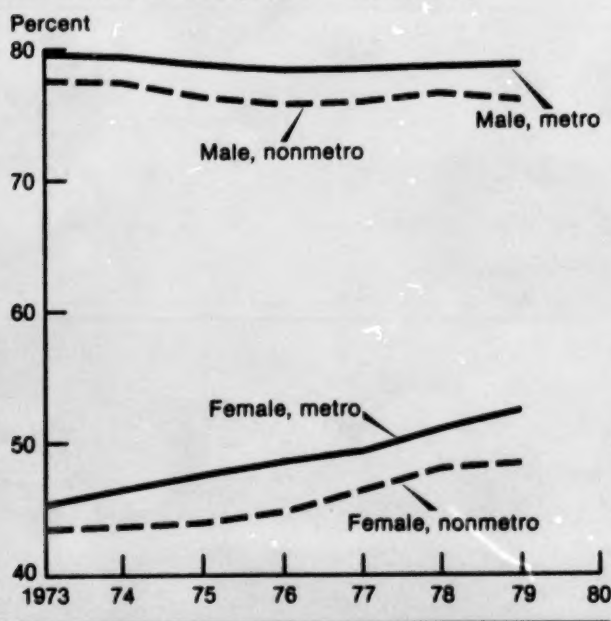
work, women then decide not to have children. It is difficult to determine the direction of the causality in such arguments. Nevertheless, the traditional negative impact of children on labor force participation has been reduced both by birth control, helping to regulate the number and timing of children, and by the increased availability of child day-care institutions.

At the national level, female employment growth was concentrated in white-collar occupations (table 6). The number of women in this job category increased by almost a third from 1973 to 1979. Overall, male employment growth was substantially smaller than female growth and was scattered across occupations.

In the nonmetro areas, women workers increased by 23 percent, more than twice as fast as men (table 6). Much of the female job growth was in low-paying occupations; increases in clerical and service work accounted for almost two-thirds of the expansion in women's employment. However, there were significant gains for nonmetro women in higher wage occupations; both nonteaching professional and technical employment and blue-collar craft and kindred employment increased by over 62 percent.

Figure 3

Labor Force Participation Rate, by Sex



Most of the male employment growth in nonmetro areas was in higher wage occupations, notably nonteaching professional and technical work and blue-collar craft jobs. With the exception of service occupations, there was little expansion of male employment in low-paying jobs. The one occupation group which declined significantly was farmworkers. Nonmetro male farmworkers decreased by 285,000 or 14 percent.

Nonmetro men are most often employed in blue-collar, technical, and managerial positions where they outnumber women 3 to 1 (table 7). Women, on the other hand, are concentrated in clerical and service work where they outnumber men 3 to 1. Farmwork is predominately a male occupation; fewer than one-fifth of all nonmetro farm jobs were held by women in 1979. However, the number of nonmetro women employed as farmers and farm managers increased 34 percent between 1973 and 1979.

The Nonmetro Labor Force in the Seventies

While total employment increased between 1973 and 1979, so did unemployment. There were more persons of each sex unemployed in 1979 than in 1973, and the unemployment rates were significantly higher, reflecting poorer economic conditions in 1979. The largest percentage increase in unemployment occurred among nonmetro women and the smallest percentage increase was among metro men.

Throughout the period, nonmetro men had significantly lower unemployment rates than metro men (fig. 4). However, nonmetro women had unemployment rates which were not significantly different from metro women's rates. Only in 1973 was there a significant difference between metro and nonmetro female unemployment rates.

Table 5—Basic labor force measures by sex and residence, annual averages, 1973 and 1979

Labor force measure	Male			Female		
	1973	1979	Change, 1973-79	1973	1979	Change 1973-79
	—Thousands—		Percent	—Thousands—		Percent
Civilian noninstitutional population:						
Total	68,745	76,449	11.2	77,191	85,083	10.2
Metro	46,944	51,787	10.3	53,219	58,182	9.3
Nonmetro	21,800	24,662	13.1	23,972	26,901	12.2
Civilian labor force:						
Total	54,239	59,517	9.7	34,591	43,391	25.4
Metro	37,356	40,765	9.1	24,173	30,428	25.9
Nonmetro	16,883	18,753	11.1	10,418	12,963	24.4
Employed:						
Total	51,981	56,499	8.7	32,478	40,446	24.5
Metro	35,712	38,638	8.2	22,656	28,391	25.3
Nonmetro	16,268	17,861	9.8	9,822	12,055	22.7
Unemployed:						
Total	2,258	3,018	33.7	2,113	2,945	39.4
Metro	1,644	2,127	29.4	1,517	2,037	34.3
Nonmetro	614	892	45.3	596	909	52.5
Not in labor force:						
Total	14,506	16,931	16.7	42,600	41,692	-2.1
Metro	9,588	11,022	15.0	29,046	27,755	-4.4
Nonmetro	4,918	5,909	20.2	13,555	13,938	2.8
			Percent			
Labor force participation rate:						
Total	¹ 78.9	^{1,2} 77.9	—	44.8	² 51.0	—
Metro	¹ 79.6	^{1,2} 78.7	—	45.4	² 52.3	—
Nonmetro	^{1,2} 77.4	^{1,2,3} 76.0	—	³ 43.5	^{2,3} 48.2	—
Unemployment rate:						
Total	¹ 4.2	^{1,2} 5.1	—	6.1	² 6.8	—
Metro	¹ 4.4	^{1,2} 5.2	—	6.3	6.7	—
Nonmetro	^{1,2} 3.6	^{1,2,3} 4.8	—	³ 5.7	² 7.0	—

— = Not applicable.

¹ Significantly different from the female rate for this year at the 95-percent confidence level.

² Significantly different from the 1973 rate for this sex group at the 95-percent confidence level.

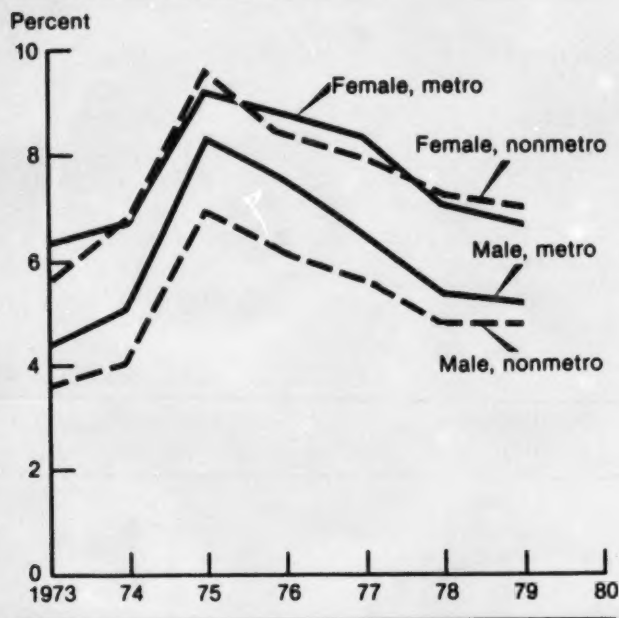
³ Significantly different from the metro rate for this year and sex group at the 95-percent confidence level.

Note: Numbers may not sum to totals because of rounding.

Source: Current Population Survey, Bureau of the Census.

Figure 4

Unemployment Rate, by Sex



The difference between male and female unemployment rates is larger within the nonmetro population than within the metro population. Especially large is the difference in unemployment rates for minority nonmetro men and women, which was never smaller than 4 percentage points for any year from 1973 to 1979.

Of all the labor force differences between nonmetro men and women in the seventies, the most important was the large increase in labor force participation by women, while the labor force participation rate for men decreased by a small but statistically significant amount. Still, men in both metro and nonmetro areas continued to have much higher labor force participation rates than women. Compared to men, the employment growth of nonmetro women was concentrated in low-paying jobs. Nonmetro women had higher unemployment rates than nonmetro men, but about the same rates as metro women.

Racial Groups Compared

The civilian noninstitutional population of Blacks and other minorities increased 20 percent, while the

Table 6—Employment change by occupation group and sex, 1973 to 1979, U.S. and nonmetro

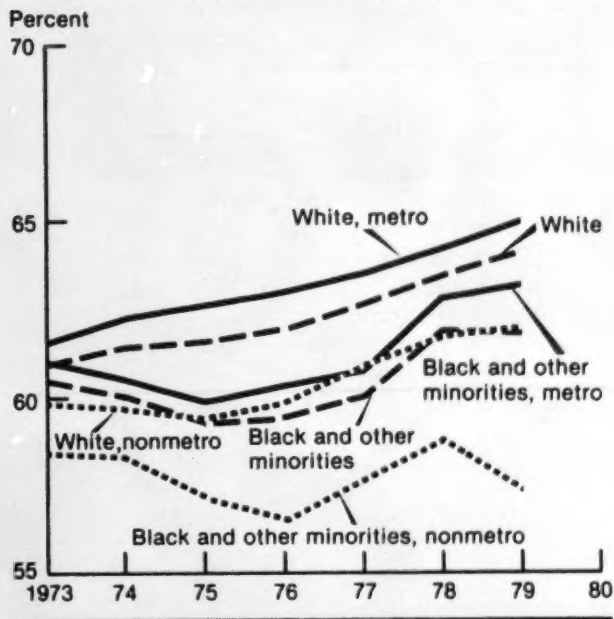
Occupation group	U.S.				Nonmetro			
	Male		Female		Male		Female	
	—Thousands—	—Percent—	—Thousands—	—Percent—	—Thousands—	—Percent—	—Thousands—	—Percent—
Total	4,518	7,968	8.7	24.5	1,593	2,233	9.8	22.7
White-collar	2,648	6,344	12.8	32.2	869	1,642	17.8	32.9
Professional and technical								
Teachers	26	169	2.9	8.3	56	75	21.0	11.7
Nonteaching	1,440	1,637	23.3	61.2	429	367	33.9	62.8
Managers and administrators	879	970	12.5	60.0	258	214	13.5	44.2
Sales workers	230	534	7.3	23.8	77	93	10.3	14.2
Clerical workers	72	3,035	2.1	27.3	51	884	7.4	33.7
Blue-collar	1,480	680	6.0	13.0	767	203	9.2	10.0
Craft workers	1,264	275	11.6	59.5	564	91	15.9	62.3
Operatives	70	179	.7	4.0	94	28	2.8	1.6
Nonfarm workers	145	226	3.6	75.1	109	83	7.9	77.6
Service workers	694	1,247	16.9	21.9	244	511	24.2	26.9
Private household workers	3	-276	13.0	-20.6	-2	-89	-28.6	-17.6
Farmworkers	-306	-28	-12.1	-5.4	-285	-35	-14.0	-8.7

Note: Numbers may not sum to totals because of rounding. Source: Current Population Survey, Bureau of the Census.

The Nonmetro Labor Force in the Seventies

Figure 5

Labor Force Participation Rate, by Race

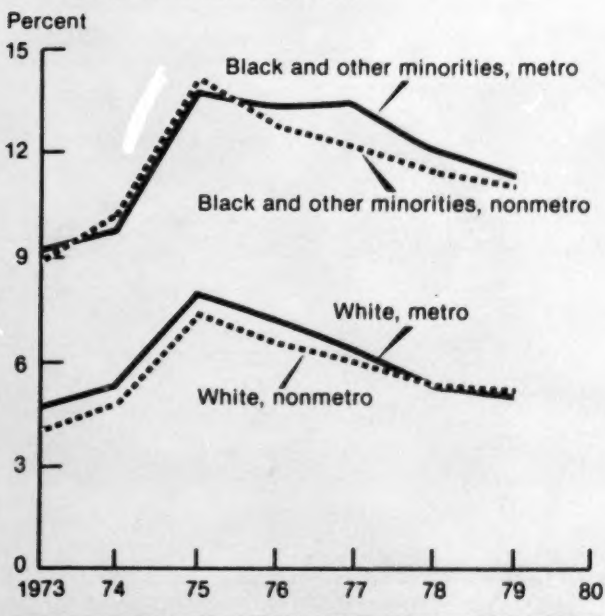


White population increased 10 percent, from 1973 to 1979 (table 8). Labor force participation by both races increased, but Whites had the larger increase (fig. 5). When the labor-force measures are examined jointly by race and sex, the data show that large increases in the female participation rates offset declines in male rates, to give both racial groups net overall increases in labor force participation (table 9). In 1973, when unemployment rates were low, there was no significant difference between aggregate minority and White labor force participation rates, but Whites had statistically higher participation rates in all ensuing years. Among men, Whites had the higher labor force participation rate; among women, minorities had the higher rate.

The percentage of Blacks and other minorities employed was under 55 percent in both 1973 and 1979. On the other hand, the percentage of Whites employed increased significantly from 58 to over 60 percent. Again it was the employment gains of women which provided the White increase and kept the percentage of Blacks and other minorities employed from declining. The Black and other minority share of total employment increased but did not reach a level matching this group's share of the civilian noninstitutional population or the civilian labor force.

Figure 6

Unemployment Rate, by Race



Racial differences in unemployment rates are substantial in both metro and nonmetro areas (fig. 6). Black and other minority unemployment does not differ significantly according to residence; it is higher than the White rate in both metro and nonmetro areas.

The number of Whites outside the labor force increased less than 1 percent between 1973 and 1979, while minority nonparticipants increased 16 percent. This difference stems from the fact that White women greatly increased their participation in the labor force while minority women increased their participation less dramatically, and men of both races reduced their labor force participation rate. Over 3 million White women ceased reporting themselves keeping house and a net total of 1.4 million were added to the civilian labor force. The increase in Black and other minority nonparticipants was shared by men and women. The nonparticipating men increased 28 percent, compared with

11 percent for women. It should be noted that 29 percent of the minority men not in the labor force in 1979 reported their major activity as going to school. This figure and the increase in the number of Blacks and other minorities outside the labor force is consistent with the younger age structure of this population—27 percent are less than 25 years old compared with only 22 percent among Whites.

The number of Blacks and other minorities in the nonmetro civilian noninstitutional population 16 years and older increased by 20 percent, to 4.5 million in 1979. This was significantly larger than the 12-percent increase for nonmetro Whites but not different than the increase for metro Blacks and other minorities. Nonmetro Blacks and other minorities represent 23 percent of the U.S. Black population, 9 percent of the nonmetro population, and just

3 percent of the total U.S. civilian noninstitutional population. Nonmetro Whites comprise 33 percent of the White population and 29 percent of the total U.S. civilian noninstitutional population.

Unlike their metro counterparts, Blacks and other minorities residing in nonmetro areas did not increase their labor force participation between 1973 and 1979. However, Whites in both residence categories significantly increased their participation rate, with White women being responsible for most of the expansion. Whites have higher labor force participation rates in both metro and nonmetro areas. There is no evidence from 1973-79 that racial differences in participation rates are disappearing.

The most significant change in Black and other minority nonmetro employment was the large in-

Table 7—Employment by occupation group and sex, U.S. and nonmetro, 1979

Occupation group	U.S.			Nonmetro		
	Total	Male	Female	Total	Male	Female
<i>Thousands</i>						
Total	96,945	56,499	40,446	29,916	17,602	12,055
<i>Percent</i>						
White-collar	50.9	41.2	64.4	41.4	32.2	55.0
Professional and technical						
Teachers	3.2	1.6	5.5	3.5	1.8	5.9
Nonteaching	12.3	13.5	10.7	8.9	9.5	8.0
Managers and administrators	10.8	14.0	6.4	9.6	12.2	5.8
Sales workers	6.4	6.0	6.9	5.3	4.6	6.2
Clerical workers	18.2	6.1	35.0	14.2	4.2	29.1
Blue-collar	33.1	46.3	14.6	37.8	50.9	18.5
Craft workers	13.3	21.5	1.8	14.5	23.0	2.0
Operatives	15.0	17.5	11.5	17.7	19.5	14.9
Nonfarm laborers	4.8	7.3	1.3	5.6	8.3	1.6
Service workers	12.1	8.5	17.2	12.2	7.0	20.0
Private household workers	1.1		2.6	1.4		3.5
Farmworkers	2.8	3.9	1.2	7.1	9.8	3.0

¹ Represents less than 0.1 percent of employment.

Note: Numbers may not sum to totals because of rounding.

Source: Current Population Survey, Bureau of the Census.

The Nonmetro Labor Force in the Seventies

Table 8—Basic labor force measures by racial group and residence, annual averages, 1973 and 1979

Labor force measure	Black and other minority			White		
	1973	1979	Change, 1973-79	1973	1979	Change, 1973-79
	—Thousands—	Percent		—Thousands—	Percent	
Civilian noninstitutional population:						
Total	16,634	19,918	19.7	129,302	141,614	9.5
Metro	12,861	15,383	19.6	87,302	94,587	8.3
Nonmetro	3,773	4,535	20.2	42,000	47,027	12.0
Civilian labor force:						
Total	10,052	12,306	22.4	78,778	90,602	15.0
Metro	7,849	9,703	23.6	53,681	61,489	14.6
Nonmetro	2,204	2,603	18.1	25,097	29,113	16.0
Employment:						
Total	9,141	10,920	19.5	75,318	86,025	14.2
Metro	7,134	8,606	20.6	51,233	58,423	14.1
Nonmetro	2,007	2,314	15.3	24,083	27,602	14.6
Unemployment:						
Total	911	1,386	52.1	3,459	4,577	32.3
Metro	715	1,097	53.4	2,446	3,066	25.5
Nonmetro	197	289	46.7	1,013	1,511	49.2
Not in labor force:						
Total	6,582	7,612	15.7	50,525	51,012	1.0
Metro	5,013	5,680	13.3	33,621	33,097	-1.6
Nonmetro	1,569	1,932	23.1	16,903	17,914	6.0
		Percent				
Labor force participation rate:						
Total	60.4	² 61.8	—	60.9	^{1 2} 64.0	—
Metro	61.0	² 63.1	—	61.5	^{1 2} 65.0	—
Nonmetro	³ 58.4	² 57.4	—	³ 59.8	^{1 2} 61.9	—
Unemployment rate:						
Total	9.1	² 11.3	—	¹ 4.4	^{1 2} 5.1	—
Metro	9.1	² 11.3	—	¹ 4.6	^{1 2} 5.0	—
Nonmetro	8.9	² 11.1	—	^{1 3} 4.0	^{1 2} 5.2	—

— = Not applicable.

¹ Significantly different from the Black and other minority rate for this year and residence group at the 95-percent confidence level.

² Significantly different from the 1973 rate for this race and residence group at the 95-percent confidence level.

³ Significantly different from the metro rate for this year and race at the 95-percent confidence level.

Note: Numbers may not sum to totals because of rounding.

Source: Current Population Survey, Bureau of the Census.

crease in government employment (table 10). Government jobs accounted for 54 percent of the net growth in minority nonmetro employment between 1973 and 1979. Nonmetro White employment growth was more evenly distributed across industries, but was heaviest in services, wholesale-retail trade, and government.

In 1973, there were significant differences in the overall occupational distribution of employment by race (table 11). Whites were more heavily distributed in white-collar and skilled blue-collar jobs while Blacks and other minorities were more frequently found in service and unskilled blue-collar positions. Although Blacks and other minorities had

Table 9—Basic labor force measures by race and sex, annual averages, 1973 and 1979

Labor force measure	Black and other minority			White		
	1973	1979	Change, 1973-79	1973	1979	Change, 1973-79
	—Thousands—		Percent	—Thousands—		Percent
Civilian noninstitutional population:						
Total	16,634	19,918	19.7	129,302	141,614	9.5
Male	7,532	8,955	18.9	61,212	67,494	10.3
Female	9,102	10,963	20.5	68,090	74,120	8.9
Civilian labor force:						
Total	10,532	12,306	22.4	78,778	90,602	15.0
Male	5,588	6,443	15.3	48,671	53,074	9.1
Female	4,484	5,863	30.8	30,107	37,528	24.7
Employment:						
Total	9,141	10,920	19.5	75,318	86,025	14.2
Male	5,136	5,779	12.5	46,844	50,721	8.3
Female	4,008	5,141	28.3	28,474	35,304	24.0
Unemployment:						
Total	911	1,386	52.1	3,459	4,577	32.3
Male	432	664	53.7	1,826	2,354	28.9
Female	480	722	50.4	1,633	2,224	36.2
Not in labor force:						
Total	6,582	7,612	15.7	50,525	51,012	1.0
Male	1,964	2,512	27.9	12,542	14,419	15.0
Female	4,617	5,100	10.5	37,983	36,592	-3.7
			Percent			
Labor force participation rate:						
Total	60.4	¹ 61.8	—	60.9	¹ 60.4	—
Male	73.9	¹ 71.9	—	¹ 79.5	¹ 78.6	—
Female	49.3	¹ 53.5	—	¹ 44.2	¹ 50.6	—
Unemployment rate:						
Total	9.1	¹ 11.3	—	¹ 4.4	¹ 5.1	—
Male	7.8	¹ 10.3	—	¹ 3.8	¹ 4.4	—
Female	10.7	¹ 12.3	—	¹ 5.4	¹ 5.9	—

— = Not applicable.

¹ Significantly different from the Black and other minority rate for this year at the 95-percent confidence level.

² Significantly different from the 1973 rate for this sex group at the 95-percent confidence level.

Note: Numbers may not sum to totals because of rounding.

Source: Current Population Survey, Bureau of the Census.

The Nonmetro Labor Force in the Seventies

a larger growth rate between 1973 and 1979 in white-collar employment than Whites, the rate was not large enough to appreciably change the racial difference in the occupational distribution.

The nonmetro Black and other minority population increased 20 percent during the seventies, but still comprises less than 3 percent of the U.S. adult civilian noninstitutional population. While Whites in nonmetro areas significantly increased their labor force participation rate, Blacks and other minorities did not. Over half of the employment growth of nonmetro Blacks and other minorities during 1973-79 was in one industry group, government. Employment growth of Whites was more evenly distributed across industries. The unemployment rate for Blacks and other minorities was twice as large as the unemployment rate for Whites.

Age Groups Compared

In order to examine the influence of age on labor force activity, the working age population was categorized into three age groups—teens (16-19 years old), adults (20-64), and seniors (65 plus) (table 12). These age breaks made possible examination of teens and seniors who, by reason of their age, may have labor force profiles substantially different from each other and the total population. The breaks also permitted analysis of the adult age group, the core of the working age population, free of the effects of the extreme cases of teens and seniors.

Teens. Teenagers account for 10 percent of the civilian noninstitutional population 16 years or older, 9 percent of the labor force, 8 percent of

Table 10—Nonmetro employment by industry group and race, annual averages, 1973 and 1979

Industry group	Black and other minority employment			White employment		
	1973	1979	Change, 1973-79	1973	1979	Change, 1973-79
	—Thousands—		Percent	—Thousands—		Percent
Total	2,007	2,314	15.3	24,083	27,602	14.6
Wage and salary workers	1,862	2,181	17.1	20,176	23,516	16.6
Agriculture, forestry, and fisheries	163	151	-7.4	692	735	6.2
Mining	9	14	55.6	361	488	35.2
Construction	127	122	-3.9	1,257	1,383	10.0
Durable manufacturing	279	311	11.5	3,117	3,377	8.3
Nondurable manufacturing	326	356	9.2	2,658	2,733	2.8
Transportation, communication, and public utilities	59	89	50.8	1,088	1,316	21.0
Wholesale and retail trade	187	252	34.8	3,848	4,526	17.6
Finance, insurance, and real estate	18	29	61.1	772	959	24.2
Private household workers	192	132	-31.1	386	344	-10.9
Services	176	235	33.5	2,223	3,111	40.0
Government workers	324	489	50.9	3,773	4,544	20.4
Self-employed	126	123	-2.4	3,337	3,638	9.0
Agriculture	55	35	-36.4	1,372	1,200	-12.5
Nonagriculture	71	88	23.9	1,965	2,439	24.1
Unpaid family workers	19	10	-47.4	570	447	-21.6
Agriculture	12	6	-50.0	344	246	-28.5
Nonagriculture	7	5	-28.6	227	202	-10.6

Note: Numbers may not sum to totals because of rounding.

Source: Current Population Survey, Bureau of the Census.

employment, and 27 percent of unemployment. The disproportionate unemployment of teens is explained to some extent by their low skill and experience levels, and by the fact that many are looking for part-time jobs or otherwise limit the scope of their job search (5, 3, 4).

The teenage civilian noninstitutional population grew slowly between 1973 and 1979. At the end of the decade there were only 4 percent more teenagers than in 1973. Over half the increase in teens occurred in nonmetro places where the teenage population grew 7 percent, compared with less than 3 percent in metro places. This difference in teenage population growth rates is consistent with the overall pattern of metro and nonmetro population growth. At the national level, the White teen population stopped expanding in 1977 while the

number of Black and other minority teenagers continued to grow, but at a decelerating rate. Blacks and other minorities accounted for 43 percent of the national teenage population growth between 1973 and 1979. In nonmetro areas, both minority and White teens had similar growth rates, but in metro areas Blacks and other minorities accounted for three-fourths of teen population growth.

Labor force participation by teens in both metro and nonmetro places increased significantly between 1973 and 1979, primarily because White teenage women greatly increased their participation rate. Neither Black and other minority teens of either sex nor White male teens changed their labor force participation rates significantly. Throughout the period, metro and nonmetro labor force participation rates did not differ significantly for any year.

Table 11—Nonmetro employment by race and occupation, annual averages, 1973 and 1979

Occupation group	Black and other minority employment			White employment		
	1973	1979	Change 1973-79	1973	1979	Change, 1973-79
	—Thousands—	Percent		—Thousands—	Percent	
Total	2,007	2,314	15.3	24,083	27,602	14.6
			Percent			
White-collar	15.7	21.2	55.9	39.7	43.1	24.4
Professional and technical						
Teachers	3.0	3.5	35.0	3.5	3.5	12.8
Nonteaching	3.1	4.8	79.0	7.4	9.2	42.3
Managers and administrators	2.8	3.4	39.3	9.7	10.1	19.1
Sales workers	1.5	1.9	43.3	5.7	5.6	11.3
Clerical workers	5.4	7.6	65.4	13.3	14.8	27.0
Blue-collar	49.2	47.1	10.2	38.9	37.1	9.3
Craft workers	8.4	9.7	33.1	14.6	14.9	17.0
Operatives	27.0	26.3	12.4	19.2	16.9	1.2
Nonfarm laborers	13.8	11.1	-7.9	5.0	5.1	17.7
Service workers	16.2	19.3	37.2	10.7	11.6	24.6
Private household workers	8.4	5.2	-29.0	1.4	1.1	-12.0
Farmworkers	10.5	7.3	-20.0	9.3	7.1	-12.5

Note: Numbers may not sum to totals because of rounding.

Source: Current Population Survey, Bureau of the Census.

Table 12—Basic labor force measures by age and residence, annual averages, 1973 and 1979

Labor force measure	16-19 years			20-64 years			65 and older		
	1973	1979	Change, 1973-79	1973	1979	Change, 1973-79	1973	1979	Change, 1973-79
	—Thousands—		Percent	—Thousands—		Percent	—Thousands—		Percent
Civilian noninstitutional population:									
Total	15,744	16,379	4.0	109,951	121,810	10.8	20,241	23,343	15.3
Metro	10,768	11,056	2.7	76,517	84,089	9.9	12,879	14,824	15.1
Nonmetro	4,976	5,323	7.0	33,434	37,721	12.8	7,362	8,518	15.7
Civilian labor force:									
Total	8,503	9,512	11.9	77,340	90,323	16.8	2,987	3,074	2.9
Metro	5,815	6,439	10.7	53,954	62,885	16.6	1,761	1,868	6.1
Nonmetro	2,688	3,073	14.3	23,387	27,438	17.3	1,226	1,205	-1.7
Employment:									
Total	7,249	7,984	10.1	74,311	85,992	15.7	2,900	2,969	2.4
Metro	4,899	5,388	10.0	51,764	59,847	15.6	1,706	1,794	5.2
Nonmetro	2,350	2,595	10.4	22,547	26,145	16.0	1,194	1,175	-1.6
Unemployment:									
Total	1,255	1,528	21.8	3,029	4,331	43.0	87	104	19.5
Metro	916	1,051	14.7	2,189	3,038	38.8	55	74	34.6
Nonmetro	339	477	40.7	840	1,293	53.9	32	30	-6.3
Not in labor force:									
Total	7,241	8,867	-5.2	32,611	31,487	-3.5	17,255	20,270	17.5
Metro	4,953	4,617	-6.8	22,563	21,204	-6.0	11,118	12,957	16.5
Nonmetro	2,288	2,250	1.7	10,047	10,283	2.4	6,137	7,313	19.2
				Percent					
Labor force participation rate:									
Total	54.0	¹ 58.1	—	¹ 70.3	¹ 74.2	—	¹ 14.8	¹ 13.2	—
Metro	54.0	¹ 58.2	—	¹ 70.5	¹ 74.8	—	¹ 13.7	¹ 12.6	—
Nonmetro	54.0	¹ 57.7	—	¹ 69.9	¹ 72.7	—	¹ 16.6	¹ 14.2	—
Unemployment rate:									
Total	14.8	¹ 16.1	—	¹ 3.9	¹ 4.8	—	¹ 2.9	¹ 3.4	—
Metro	15.8	16.3	—	¹ 4.1	¹ 4.8	—	¹ 3.1	¹ 4.0	—
Nonmetro	¹ 12.6	¹ 15.5	—	¹ 3.6	¹ 4.7	—	¹ 2.6	¹ 2.5	—

— = Not applicable.

¹ Significantly different from the 16-19 years rate for this year and residence group at the 95-percent confidence level.² Significantly different from the 20-64 years rate for this year and residence group at the 95-percent confidence level.³ Significantly different from the 1973 rate for this age and residence group at the 95-percent confidence level.⁴ Significantly different from the metro rate for this year and age group at the 95-percent confidence level.

Note: Numbers may not sum to totals because of rounding.

Source: Current Population Survey, Bureau of the Census.

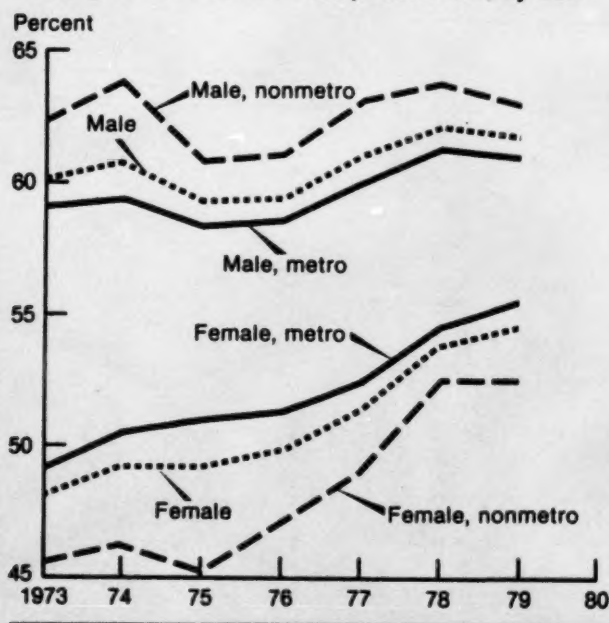
Teen employment increased in both metro and nonmetro areas, with a third of the growth in nonmetro areas. Teen employment gains were predominately concentrated among White women. White teenage women accounted for 56 percent of the metro growth and 81 percent of nonmetro growth. Service occupations provided most of the employment growth in both metro and nonmetro areas.

A larger proportion of nonmetro teens work in blue-collar occupations while a larger proportion of metro teens are employed in white-collar jobs. Agriculture is a significant source of employment for nonmetro teens; an average of 259,000 teens were employed in farmwork during 1973-79.

Nonmetro teen unemployment increased 138,000 between 1973 and 1979. In metro areas teen unemployment increased 135,000. This means that nonmetro teens experienced half of the increase in teen unemployment even though they represent only a third of the teen labor force. With the exception of 1979, nonmetro teens have had annual unemployment rates significantly lower than those for metro teens.

Figure 7

Teenage Labor Force Participation Rate, by Sex



Male/female differences in teenage labor force participation and shares of employment have narrowed. In both metro and nonmetro areas, male participation rates fluctuated about an overall mean of 61 percent during 1973-79 while female participation steadily increased (fig. 7). The female share of teen employment is now almost equal to the male share in metro areas. In nonmetro areas it increased to 44 percent by 1979.

In nonmetro areas, men are more frequently found in blue-collar jobs and farmwork, while women are concentrated in white-collar and service jobs. Metro teens are distributed similarly.

Labor force participation and employment levels differ by racial group in both metro and nonmetro areas (table 13). The Black and other minority labor force participation rate fluctuated between 37 and 45 percent in nonmetro places, but White participation increased from 55 percent to 60 percent. In the civilian noninstitutional population, the proportion of Black and other minority teens who are employed remained low, at about 29 percent, but the White proportion employed grew to 51 percent. The proportion of minority teens employed remained lower in metro areas than in nonmetro areas.

Racial differences in the unemployment rate are especially large for teens. The Black and other minority rate is more than twice the White rate, regardless of residence. It is beyond the scope of this report to attempt a thorough explanation of these racial differences. For more explanation, see (14). The high unemployment rates for minority teens may discourage some of them from entering the labor market and could explain in part their low labor force participation rate. The seventies were not a period of employment gains for minority teenagers. The following discussion on adults shows that racial differences are somewhat ameliorated, but not eliminated, with age (19).

During the seventies, nonmetro teens significantly increased their labor force participation rate. White women were responsible for most of the increase and accounted for four-fifths of nonmetro teen employment growth. In both nonmetro and metro areas, Black and other minority teens had much lower labor force participation rates and much higher unemployment rates than White teens.

The Nonmetro Labor Force in the Seventies

Adults. Persons between the ages of 20 and 64, termed "adults" for this analysis, comprise three-fourths of the entire civilian noninstitutional population 16 years or older. Teens (10 percent) and seniors (15 percent) comprise the remainder. Adults account for 87 percent of the labor force, 88 percent of employment, and 71 percent of unemployment.

Between 1973 and 1979, the adult population increased 11 percent. Adults increased their labor force participation rate from 70 percent to 74 percent. These participation rates were nearly 10 percentage points greater than those for the total population. The proportion of adults in the civilian noninstitutional population employed in 1979, 71 percent, was significantly higher than the propor-

tions for teens, 49 percent, and for seniors, 13 percent.

The adult population increase was relatively greater in nonmetro than in metro areas. Labor force participation increased for adults in both areas. With the exception of 1973, annual average labor force participation rates were significantly lower in nonmetro than metro areas.

Adult employment in nonmetro areas increased by 16 percent to 26 million in 1979. Nonmetro employment expansion was greatest in white-collar occupations and service jobs. Growth in blue-collar jobs was below average and farm employment was significantly lower in 1979 than in 1973. Industry

Table 13—Selected labor-force measures for teenagers by racial group, annual averages, 1973 and 1979

Year	Labor force participation rate		Proportion of population employed		Unemployment rate	
	White	Black, other minorities	White	Black, other minorities	White	Black, other minorities
<i>Percent</i>						
United States:						
1973	56.3	40.5	49.0	28.2	12.9	30.5
1974	57.4	40.4	49.4	27.2	14.0	32.9
1975	56.7	39.1	46.6	24.7	17.9	36.9
1976	57.6	37.7	47.9	23.7	16.9	37.1
1977	59.4	38.4	50.2	23.7	15.4	38.3
1978	61.0	41.6	52.5	26.5	13.9	36.3
1979	61.2	40.8	52.7	27.2	13.9	33.5
Nonmetro:						
1973	55.3	43.9	49.1	32.4	11.2	26.4
1974	56.5	44.8	49.3	31.6	12.6	29.4
1975	54.8	41.4	45.7	28.0	16.3	32.5
1976	56.3	37.6	47.7	25.3	15.4	32.7
1977	58.3	39.1	49.6	26.5	14.9	32.3
1978	60.4	42.1	52.6	28.1	12.9	33.1
1979	59.8	42.2	51.3	29.4	14.2	30.2
Metro:						
1973	56.7	39.4	49.0	26.8	13.6	32.0
1974	57.8	38.9	49.4	25.6	14.6	34.2
1975	57.8	38.3	47.0	23.6	18.6	38.5
1976	58.2	37.7	48.0	24.0	17.6	38.5
1977	59.9	38.1	50.5	22.7	15.6	40.4
1978	61.3	41.5	52.5	25.9	14.4	37.5
1979	62.0	40.4	53.4	26.4	13.8	34.6

Source: Current Population Survey, Bureau of the Census.

groups providing the largest numbers of new jobs to nonmetro adults were government (876,000 jobs), service industries (852,000 jobs), and wholesale and retail trade (540,000 jobs).

Employment gains for metro adults were concentrated in white-collar occupations. Nonteaching professional and technical workers increased 2.2 million, and clerical jobs increased 2 million. Blue-collar and service occupation groups had below-average growth. Among industry groups, employment in service industries and wholesale and retail trade increased 4.1 million and accounted for half of the metro employment gains. Unlike nonmetro areas, new metro employment in government was relatively small.

The 1979 adult unemployment rate was significantly higher than in 1973. The unemployment rate rose faster for nonmetro adults than for metro adults. Compared with teens, adults in both metro and nonmetro areas had significantly lower unemployment rates. Compared with seniors, adult unemployment rates were higher but the differences were not significant for every year.

In both metro and nonmetro areas adult women increased their labor force participation rate and their proportion of population employed, while adult men showed no growth in labor force participation or proportion of the population employed.

Metro racial groups followed parallel paths during the seventies (table 14). Both Blacks and other

Table 14—Selected labor-force measures for adults by racial group, annual averages, 1973 and 1979

Year	Labor force participation rate		Proportion of population employed		Unemployment rate	
	White	Black, other minorities	White	Black, other minorities	White	Black, other minorities
Percent						
United States:						
1973	70.3	70.3	67.9	65.3	3.5	7.0
1974	71.0	70.0	68.1	64.6	4.1	7.6
1975	71.4	69.3	66.5	61.2	6.7	11.7
1976	71.9	69.9	67.6	62.2	6.0	9.0
1977	72.7	70.6	68.8	62.9	5.3	10.9
1978	73.5	72.2	70.4	65.2	4.3	9.7
1979	74.4	72.3	71.3	65.6	4.2	9.3
Nonmetro:						
1973	69.9	70.8	67.6	66.0	3.3	6.8
1974	70.1	70.6	67.4	65.0	3.9	7.9
1975	70.2	69.2	65.6	60.9	6.6	12.1
1976	70.8	69.2	66.8	61.8	5.6	10.6
1977	71.9	70.0	68.2	63.0	5.1	10.0
1978	72.7	70.9	69.4	64.5	4.5	9.1
1979	73.0	69.5	69.9	63.1	4.3	9.1
Metro:						
1973	70.6	70.1	68.0	65.2	3.6	7.1
1974	71.5	69.8	68.5	64.5	4.2	7.6
1975	71.9	69.3	67.0	61.3	6.8	11.7
1976	72.5	70.1	68.0	62.2	6.1	11.2
1977	73.1	70.7	69.2	62.8	5.4	11.2
1978	74.0	72.5	70.8	65.4	4.3	9.9
1979	75.1	73.1	72.0	66.2	4.1	9.4

Source: Current Population Survey, Bureau of the Census.

minorities and Whites increased their population, labor force participation, proportion of population employed, and unemployment. The Black and other minority population grew much faster than the White population. White labor force participation increased steadily, but the trend toward larger participation rates for Blacks and other minorities was disrupted by the 1975 recession. Unemployment rates followed the same pattern for both racial groups.

The labor force experiences of nonmetro Blacks and other minorities differed from that of nonmetro Whites (table 14). Both groups increased population, employment, and unemployment, but nonmetro Blacks and other minorities, unlike Whites and

metro minority groups, showed no growth in their labor force participation rate. The proportion of the nonmetro Black and other minority population employed decreased between 1973 and 1979.

Adults are the core of the full-time labor force. Despite increases in labor force participation by nonmetro women, which raised the overall nonmetro labor force participation rate, the nonmetro rate remained lower than the metro rate in 1979. Nonmetro employment grew most in white-collar and service occupations. At the same time that the labor force participation rate and employment were increasing, the unemployment rate was also increasing.

Table 15—Selected labor-force measures for seniors by racial group, annual averages, 1973 and 1979

Year	Labor force participation rate		Proportion of population employed		Unemployment rate	
	White	Black, other minorities	White	Black, other minorities	White	Black, other minorities
<i>Percent</i>						
United States:						
1973	14.6	16.4	14.2	15.8	2.8	3.8
1974	14.0	15.1	13.5	14.5	3.3	4.0
1975	13.7	15.0	13.0	13.9	5.1	7.0
1976	13.0	14.9	12.4	13.9	5.0	6.4
1977	13.0	14.0	12.3	13.1	4.9	6.4
1978	13.2	15.2	12.7	14.3	3.8	6.2
1979	13.0	14.5	12.6	13.6	3.1	5.6
Nonmetro:						
1973	16.5	18.3	16.1	17.4	2.4	4.9
1974	15.3	15.4	15.0	15.1	2.2	2.3
1975	14.4	15.5	13.9	14.5	3.7	6.7
1976	13.7	14.9	13.2	14.0	3.6	6.6
1977	13.9	15.9	13.3	14.7	4.2	8.2
1978	14.2	17.3	13.8	16.0	3.4	7.2
1979	14.0	16.1	13.7	15.2	2.2	5.5
Metro:						
1973	13.5	15.4	13.1	14.9	3.1	3.2
1974	13.2	14.9	12.7	14.2	4.1	4.9
1975	13.3	14.7	12.5	13.7	6.0	7.1
1976	12.6	14.8	11.9	13.9	5.9	6.4
1977	12.4	13.1	11.8	12.4	5.4	5.4
1978	12.5	14.2	12.0	13.4	4.1	5.6
1979	12.5	13.7	12.0	12.9	3.8	5.7

Source: Current Population Survey, Bureau of the Census.

Seniors. Senior persons comprise 15 percent of the civilian noninstitutional population, 3 percent of the labor force, 3 percent of employment, and only 2 percent of unemployment.

Seniors are the fastest growing of the three age groups discussed. Their numbers increased 15 percent between 1973 and 1979; nearly all of this increase was in persons outside the labor force. The labor force participation rate for seniors fell during the reference years. A complete analysis of the change in labor force participation and employment of older workers, which is beyond the scope of this report, would have to consider the impacts of age discrimination laws, adjustments to pension and social security systems, and the age structure of the population over 65 (4).

Seniors have the lowest unemployment rate of any age group. Older persons tend to move directly from a job to retirement, removing them from the labor force. A large proportion of older workers have the option of leaving the work force and collecting some sort of retirement income. Older persons interested in working may prefer to report themselves as not in the labor force while awaiting a desirable employment opportunity. Another reason for the rather low unemployment rate is that one-fourth of all seniors in the labor force are self-employed and therefore not subject to the same forces which lead to involuntary unemployment. Less than 8 percent of the labor force under age 65 is self-employed.

Older persons in metro and nonmetro areas had nearly identical labor force experiences in the seventies (table 12). Labor force participation by both metro and nonmetro seniors declined, but nonmetro residents maintained a higher rate. The annual average unemployment rate was lower in nonmetro areas throughout 1973-79. The higher nonmetro labor force participation rates and lower nonmetro unemployment rates were largely due to the higher rate of self-employment among nonmetro seniors—34 percent compared to 21 percent. Nearly half the self-employment in nonmetro areas is in agriculture.

There are a few noteworthy labor force differences between older men and older women in nonmetro areas. The male share of the senior civilian noninstitutional population is only 42 percent, while teen

and adult age groups have nearly equal numbers of males and females, because American men don't live as long as women. Senior men have a labor force participation rate more than twice that of senior women. This follows from the fact that men in this age group have always had higher participation rates than women. While younger women greatly increased their labor force participation during the last 7-year period, older women did not. Within the "not in labor force" group, 77 percent of the women reported their activity as keeping house, while 89 percent of the men reported themselves in the category which includes retirement. This disparity is consistent with the fact that most men have previously been employed while many older women, even though they may have also retired from the paid work force, still retain the responsibility for maintaining the household.

Racial differences in labor force activity among older persons are not large (table 15). Black and other minority seniors had higher labor force participation and unemployment rates than Whites, but overall the experiences of both groups were essentially the same during 1973-79.

The number of seniors in nonmetro areas grew rapidly in the seventies. Even though their labor force participation rate decreased, it remained significantly higher than the rate for metro seniors. The labor force participation rate for nonmetro men was twice that for women. There was, however, no difference in unemployment rates by sex; both men and women had low rates. Differences in labor force participation and unemployment rates by race were small.

Questions for the Eighties

Some labor force developments of the seventies were behavioral responses to transitory economic conditions, while others involved both structural changes and behavioral responses. Will the forces which shaped the labor force trends of the seventies persist in the eighties?

The most notable labor force change in the seventies was the increase in female labor force participation in both metro and nonmetro areas. Women's gains

in employment represented a structural shift as well as a response to current economic conditions. Part of the increase in the female labor force was a response to inflation and economic incentives. The structural changes which brought more women into the work force included shifts in the industry mix and occupational demand for labor in the seventies. This was accompanied by changing perceptions of working women and improved access to, and acceptance of, commercial child care services. The greater participation of women in the work force has been accommodated by Federal legislation prohibiting employment discrimination on the basis of sex and providing for tax credits for dependent care expenses necessary for gainful employment.

Greater female involvement in the work force has fostered institutional changes. Traditional employment conditions are changing (12, 6, 3). Some employers are permitting flexible work schedules, adopting more liberal maternity leave policies, and permitting more part-time employment and its variants such as job-sharing. These structural changes, government policies, and institutional adjustments make it unlikely that women will reduce their participation in the eighties.

Blacks and other minorities did not experience major employment gains during 1973-79. This is explained in part by overall economic conditions. The recession of 1975 adversely affected many groups, but had a relatively more severe impact on minorities, especially youth and others with low skill and experience levels. Persons seeking entry level positions in the labor force have been more successful historically when the economy is expanding (10, 14). The young age structure of the minority population and increased competition for jobs from women and immigrants also restrained minority employment growth. This situation is likely to persist to some degree in the eighties.

The same factors influenced the labor force in nonmetro and metro areas during the seventies, but

in somewhat differing ways. The most notable differences were:

- faster nonmetro population growth,
- smaller labor force participation increases by nonmetro women than metro women, and
- unequal employment growth rates within industries and occupation groups.

These differences are partially explained by underlying differences in resource availability, prices, incomes, and industry and occupation mix between metro and nonmetro areas.

Certain forces acting on the U.S. economy and labor force in the eighties should continue to have differing measured effects on metro and nonmetro areas:

- Changes in energy prices will affect metro and nonmetro areas according to their mixes of energy-linked industries and occupations (13).
- Metro/nonmetro population growth rates could be affected since energy prices enter employers' and households' location decisions (16).
- Foreign competition in factor and product markets will affect the American labor force. Industrialization overseas, which increased competition faced by U.S. manufacturers in the seventies, will persist in the eighties. To the extent that changes in foreign competition affect industries unevenly distributed between metro and nonmetro places, employment effects will differ.
- Growing world population and increasing incomes in some developing nations will increase demand for U.S. agricultural exports. This will have positive effects on the nonmetro agricultural sector.

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